

Academic Success for All

Red Clay's Vision for Inclusive Schools

Professional Development Plan for January 2014–August 2014 (Draft)

SUMMARY

As Red Clay prepares for a systemwide transition to inclusive education, our teachers, support staff and administrators are receiving intensive training on inclusive practices and instructional strategies for students with disabilities and English language learners. Inside is a look at the over 300 hours of professional development that we will be investing in our employees in the critical months before the transition.

Professional Development Plan for January 2014–August 2014 (Draft)

In July 2012, Red Clay committed to a long-range plan for improving outcomes for all students by 2016. We defined a shared vision for inclusive education, founded on the core belief that *all schools* should have the capacity to deliver a full continuum of services to students with disabilities and English language learners, and *all students* should have the option to attend schools close to home, in inclusive classrooms with students from their own neighborhoods.

As we prepare for a districtwide shift toward inclusive education in SY 2014–15, teachers, support staff, and administrators are receiving intensive training on inclusive practices and instructional strategies for students with disabilities and English language learners. Building on a foundation of professional skills and knowledge developed over the last two years¹, we will provide more than 300 hours of inclusion-related training in the critical months leading up to our transition to a more inclusive Red Clay.

Note: In addition to professional development that is being planned and delivered at the district level, schools are providing inclusion-related trainings on their own throughout the transition process, some of which may not be captured in this districtwide summary.

January 2014		Hours
January 6	Collaborative Teaching: Parallel vs. Alternative Teaching. <i>Co-teaching teams from Heritage Elementary, Linden Hill Elementary, Richardson Park Elementary, Skyline Middle and McKean High.</i>	2
January 10	High School Administrators Cohort Meeting. <i>Administrators from A.I. High, Dickinson High, McKean High, The Central School and district offices.</i>	2
January 23	Collaborative Basics: Overview of Co-Teaching Models and Roles. <i>Co-teaching teams from Heritage Elementary, Linden Hill Elementary, Richardson Park Elementary, Skyline Middle and McKean High.</i>	3
January 23	Inclusion Innovators, Strategic Planning. <i>A team of general and special education teachers, specialists and an administrator from McKean High.</i>	1
January 30	Tiers 2 and 3. <i>Special education and ELL administrators from all schools; parents of students with disabilities and ELLs.</i>	1.5

Total training investment: 9.5 hours

¹ Inclusive education has been a primary focus in our professional development since SY 2011–12. For a list of trainings provided prior to January 2014, see our Summary of Communications and Trainings to Date.

February 2014		Hours
February 10	Campus Action Planning. Tier 3 team from Dickinson High.	7
February 11	Inclusion Innovators, Strategic Planning. A team of general and special education teachers, specialists and an administrator from McKean High.	1
February 19	Classroom Instruction That Works with English Language Learners (Part 2). Administrators from all schools, and staff and administrators from district offices.	8
February 19	Inclusion Support Team (IST) Meeting. Tier 3 team from H.B. Middle.	1
February 20	Whole School Approach: New Models of Support. All staff from North Star Elementary.	1
February 21	High School Administrators Cohort Meeting. Administrators from A.I. High, Dickinson High, McKean High, The Central School and district offices.	2
February 24	Inclusion and Scheduling. PLC teams (grades 6–8) at A.I. Middle.	1
February 24	Tier 3 Inclusion Planning. Tier 3 team at A.I. High.	1
February 25	Inclusion and Scheduling. PLC teams (grades 6–8) at A.I. Middle.	1
February 25	Brainstorming Needs. BLT at Dickinson High.	2
February 27	Tier 3 Inclusion. Special education teachers and students from Tier 3 inclusion teams from all schools.	1.5
February 27	Inclusion Innovators, Strategic Planning. A team of general and special education teachers, specialists and an administrator from McKean High.	1
February 27	The Central School Visitation Team. A team of general and special education teachers and Tier 3 team members from McKean High.	3.75
February 28	Campus Action Planning. Tier 3 team members from Skyline Middle.	7.5
Dates TBD	Campus Action Planning. Tier 3 teams from schools not scheduled above.	7.5

Total training investment: 46.25 hours

March 2014		Hours
March 3	Collaborative and Inclusive Strategies for All Learners. General and special education teachers from all schools.	2
March 3	Collaborative and Inclusive Strategies for All Learners. Administrators from all schools.	2
March 5	The Central School Visitation Team. A team of general and special education teachers and Tier 3 team members from McKean High.	3.75
March 5–7	2014 Special & General Education Conference. A group of general and special education parents, teachers and administrators from across the district.	21
March 11	WRITES (Writing Rigorous IEPs to Teach Educational Standards). A team of general and special education teachers, CTE teachers, an administrator and an educational diagnostician from Linden Hill Elementary, Shortlidge Academy, A.I. High and McKean High.	7.5
March 12	Delaware’s 20th Annual Inclusion Conference. A group of general education, special education and ELL teachers, administrators, educational diagnosticians and a nurse from across the district.	7
March 12	Inclusion Support Team (IST) Meeting. Tier 3 team from H.B. Middle.	1
March 13	The Central School Visitation Team. A team of general and special education teachers and Tier 3 team members from McKean High.	3.75
March 13	Inclusion Innovators. Staff and administrators from McKean High.	1
March 13	Brain Development. Staff from Stanton Middle.	1
March 17	Whole School Approach: New Models of Support. General and special education teachers from all schools.	1.5
March 18	Co-Teaching Model Schools. Co-teaching teams from Heritage Elementary, Linden Hill Elementary, Richardson Park Elementary, Skyline Middle and McKean High.	2

March 2014 (continued)		Hours
March 18	Co-Teaching Pairs Workshop. <i>Staff from McKean High.</i>	2
March 20	What Is An IEP? <i>Staff from McKean High.</i>	0.25
March 20	ELL Strategies. <i>Staff from McKean High.</i>	0.15
March 25	Inclusion Innovators, Strategic Planning and Discussion. <i>Staff and administrators from McKean High.</i>	1
March 27	Tier 3 Training, Universal Design for Learning (UDL). <i>Tier 3 general education teachers from all schools, special education cadre, staff and administrators from the Offices of Curriculum & Instruction and the ELL Office.</i>	1.5
March 28	Introduction to WIDA for ELLs; Every Pupil Response (Students with Disabilities). <i>General education, special education and ELL teachers and paraeducators (grades 2–5) from all schools.</i>	7.5
Varies	Collaborative Team Teaching. <i>To be offered March–May 2014, scheduled upon request from individual schools.</i>	1.5
Varies	Collaborative Planning and Campus Visits with Feeder Schools. <i>Campus planning teams from all schools.</i>	Varies
Date TBD	Co-Teaching Model Schools. <i>Co-teaching teams from McKean High.</i>	1
Dates TBD	Campus Action Planning. <i>Tier 3 teams from all schools.</i>	6.5

Total training investment: 75 hours

April 2014		Hours
April 1	IEP Meeting Etiquette. <i>Special education teachers, educational diagnosticians and case managers from all schools.</i>	1
April 2	Co-Teaching Model Schools. <i>Co-teaching teams from Heritage Elementary, Linden Hill Elementary, Richardson Park Elementary, Skyline Middle and McKean High.</i>	2
April 2	Co-Teaching Pairs Workshop. <i>Staff from McKean High.</i>	2
April 3	Learners with Autism in the Elementary Classroom. <i>General and special education teachers from elementary schools.</i>	2
April 7	504 Coordinators' Training. <i>504 coordinators from all schools.</i>	2
April 8	Transition Resources to Go. <i>General and special education teachers and educational diagnosticians from secondary schools.</i>	2
April 9	Inclusion Support Team (IST) Meeting. <i>Tier 3 team from H.B. Middle.</i>	1
April 9	Language Acquisition and Cultural Understanding. <i>General education, special education and ELL teachers from all schools.</i>	2
April 9–12	CEC (Council for Exceptional Children) 2014 Convention & Expo. <i>A group of general and special education teachers, administrators, and educational diagnosticians from A.I. High.</i>	25
April 10	Fear and Neglect. <i>Staff from Stanton Middle.</i>	1
April 10	ELL Strategies. <i>Staff from McKean High.</i>	0.15
April 14	504 Coordinators' Training. <i>504 coordinators from all schools.</i>	2
April 14	Instructional Accommodations and Curricular Modifications. <i>General and special education teachers from all schools.</i>	1.5
April 16	Collaboration and Support Skills for Paraeducators. <i>Paraeducators from all schools.</i>	2
April 16	Living and Working with Traumatized Children. <i>Staff from Stanton Middle.</i>	1
April 29	Instructional Accommodations and Curricular Modifications. <i>General and special education teachers from all schools.</i>	1.5
April 30	ACCESS and CAN DO Descriptors for ELLs. <i>General education, special education and ELL teachers from all schools, and staff from district offices.</i>	2
Varies	Collaborative Team Teaching. <i>To be offered March–May 2014. Scheduled upon request from individual schools.</i>	1.5
Date TBD	Co-Teaching Model Schools. <i>Co-teaching teams from McKean High.</i>	1
Date TBD	Inclusion Innovators. <i>A team of general and special education teachers, specialists and an administrator from McKean High.</i>	1
Dates TBD	Campus Action Planning. <i>Tier 3 teams from all schools.</i>	6.5

Total training investment: 60.15 hours

May 2014		Hours
May 7	Learners with Autism in the Secondary Classroom. <i>General and special education teachers from secondary schools.</i>	2
May 7	Inclusion Support Team (IST) Meeting. <i>Tier 3 team from H.B. Middle.</i>	1
May 8	Building An Inclusive and Welcoming Culture. <i>Staff from Dickinson High.</i>	1
May 13 or 22	ESY Training for Teachers and Paraeducators. <i>ESY teachers and paraeducators from elementary schools.</i>	2
May 14	ADOS (Autism Diagnostic Observation Schedule) Refresher Course. <i>Psychologists from all schools.</i>	2
May 15	Relationships—Attachment, Affiliation, Attunement and Respect. <i>Staff from Stanton Middle.</i>	1
May 15 or 20	ESY Training for Teachers and Paraeducators. <i>ESY teachers and paraeducators from secondary schools.</i>	2
May 22	Self-Regulation. <i>Staff from Stanton Middle.</i>	1
May 25	Inclusion Support Team (IST) Meeting. <i>Tier 3 team from H.B. Middle.</i>	1
May 27 and by request	New Roles for Special Education Teachers. <i>Open to special education teachers at all schools. Delivered upon request from individual schools.</i>	1.5
May 29	Tier 2 Inclusion. <i>Tier 2 administrators from all schools.</i>	1
Varies	Collaborative Team Teaching. <i>To be offered March–May 2014. Scheduled upon request from individual schools.</i>	1.5
Date TBD	Co-Teaching Model Schools. <i>Co-teaching teams from McKean High.</i>	1
Date TBD	Inclusion Innovators. <i>A team of general and special education teachers, specialists and an administrator from McKean High.</i>	1
Date TBD	Classroom Instruction That Works with English Language Learners. <i>Staff and administrators from district offices.</i>	7.5

Total training investment: 26.5 hours

June 2014²		Hours
June 9	Instructional Practices for All Students (AM). Diverse Learners 101 (PM). <i>General education, special education and ELL teachers and paraeducators from elementary schools.</i>	4
June 9	Common Core for All (AM). Understanding Formative and Summative Assessments (PM). <i>General education, special education and ELL teachers and paraeducators from secondary schools.</i>	4
June 9–10	Effective Co-Teaching Models: Differentiating and Modifying Curricula for Students with Disabilities and English Language Learners. <i>Staff from Dickinson High.</i>	7
June 10	Creating a Culture of Positive Interactions and De-escalation (AM). Common Core for All (PM). <i>General education, special education and ELL teachers and paraeducators from elementary schools.</i>	4
June 10	Instructional Practices for All Students (AM). Diverse Learners 101 (PM). <i>General education, special education and ELL teachers and paraeducators from secondary schools.</i>	4
June 10–13	Vertical Articulation Process: Weighing Student Needs and Future Class Adjustment. <i>Staff from Stanton Middle.</i>	4
June 19	Tier 2 Inclusion. <i>Tier 2 administrators from all schools.</i>	1
Varies	Inclusive Scheduling. <i>School administrators and guidance counselors from secondary schools. Offered June–August 2014, scheduled by appointment at individual schools.</i>	2
Date TBD	Co-Teaching Model Schools. <i>Co-teaching teams from McKean High.</i>	1

Total training investment: 46 hours

² Details of professional development offerings planned for June 2014 may be subject to change depending on the schedule for weather-related make-up days.

July 2014		Hours
July 8	Districtwide Administrative Workshop. Administrators from all schools and district offices.	7.5
July 15	Districtwide Administrative Workshop. Administrators from all schools and district offices.	7.5
July 17	Strategic Planning for Tier 2 Administrators. Tier 2 administrators from all schools.	6
July 31	Designing Collaborative Teams. Administrators.	3
Varies	Inclusive Scheduling. School administrators and guidance counselors from secondary schools. Offered June–August 2014, scheduled by appointment at individual schools.	2

Total training investment: 26 hours

August 2014		Hours
August 4–5	Collaborative Team Teaching Kick-Off (Elementary). Co-teaching teams from elementary schools. ³	6
August 6–7	Collaborative Team Teaching Kick-Off (Secondary). Co-teaching teams from secondary schools. ³	6
August 11–15	Co-Teaching Pairings: Teaching Together, Planning and Needs Assessment. Co-teaching teams from Stanton Middle.	3
August 18–22	Student Support Continuum: Fitting the Pieces Together. Staff from Stanton Middle.	2
Varies	Inclusive Scheduling. Administrators and guidance counselors from secondary schools. Offered June–August 2014, scheduled by appointment at individual schools.	2
Varies	Inclusive Scheduling. School administrators and guidance counselors from secondary schools. Offered June–August 2014, scheduled by appointment at individual schools.	2

Total training investment: 21 hours

Trainings Not Yet Scheduled		Hours
Dates TBD	ACCESS and CAN DO Descriptors for ELLs. All teachers from A.I. Middle, Conrad Schools of Science, H.B. Middle, Skyline Middle and Stanton Middle. To be offered between March 2014 and May 2014, one 2-hour session per school.	10
Dates TBD	WRITES (Writing Rigorous IEPs to Teach Educational Standards). A group of administrator, educational diagnostician, general and special education teachers, and CTE teachers from Linden Hill Elementary, Shortlidge Academy, A.I. High and McKean High.	7.5
Date TBD	Student-Centered Planning. ⁴ General and special education teachers (grade 5) from all elementary schools.	1
Date TBD	Paraeducators' Orientation. Paraeducators from all schools.	2
Date TBD	Working with Paraeducators: Training for Teachers. General and special education teachers (grades K–8) from all schools.	2
Date TBD	Restructure Case Management System. Participants TBD. ⁴	3
Date TBD	Reading IEPs and Behavior Intervention in Classroom and Behavior Support Plans. Staff from Dickinson High.	6
Date TBD	IEP Meetings, Transition from The Central School. General and special education teachers, educational diagnosticians, psychologists, behavior analysts from secondary schools.	2

Total training investment: 33.5 hours

³ Also scheduled upon request from individual schools.

⁴ Pending school board approval of the district's plan for inclusive schools. School board action is scheduled for March 19, 2014.